

Chief's Update July 5, 2011

Dear Tempe Police Employees,

We are already halfway through 2011 and I wanted to take this time to recap and highlight some of the great work we've accomplished so far this year.

Moving from a Patrol Beat Deployment model to Zone Deployment has been a big change for our organization, not just functionally, but culturally. Officers walking their beats have been part of police history from the 1800's when officers lived in their beats, and knew their neighbors personally. The shift from Beats to Zones gives us increased mobility, adaptability and flexibility, and is a more effective, efficient use of personnel and resources to fight crime. This is a shift in how we operate, not how we interact. We will continue to build positive connections, getting to know and keeping in contact with those we serve. Whether on patrol, at a community event, or attending a neighborhood meeting, community partnership is based on the trust and assurance that we will do the right things and get the job done.

On June 6, we went to the new deployment model, and simultaneously transitioned to the new PIN/CAD/RMS system. No question, this is a big change that has affected all of us. I have only praise and appreciation for the entire PIN team, who have been building, training troubleshooting, and generally assuring this system works well for all of us. I particularly want to thank dispatch and patrol for their diligence, patience and teamwork during the switchover. Remember – if you are experiencing any problems, concerns or questions, ask your supervisor or the PIN team at <a href="mailto:pinproject@tempe.gov">pinproject@tempe.gov</a>. They are dedicated to getting it right.

We just completed Suicide Awareness Training. Last year, over 365 law enforcement officers across the nation took their own lives. One every day, on average. That reality is not only painful, but is a call to action for all of us. Thanks to Mike Horn and Angel Carbajal being proactive on this subject, we've brought this issue out in the open. The Suicide Awareness facilitator, Bob Douglas, told us that we are the only department that has invited him to speak prior to experiencing an officer suicide. He also said that across the nation, we have the distinction of not losing one of our own to suicide for nearly the past quarter century. I like to think that our health and resilience is not just coincidence, but that we truly mean it when we talk about the Tempe Police family. This awareness training is just the beginning on working to keep all our employees as healthy and resilient as possible. If you would like to be a part of ongoing efforts to assure we continue doing our best at supporting employee wellness, please talk with Mike Horn, 480-350-8499, mike horn@tempe.gov.

We've had recent movement in the organization, with several retirements, new Communications and Detention personnel, some sergeants taking Patrol positions and others moving into Criminal Investigations, and others. Whether you have moved into a new spot or are contemplating taking on a challenge in the future, remember to talk with your mentors, friends, families about your goals and challenges. Talk with your supervisor about spending time in that unit to see what it's all about and how you would fit in.

Recently Joey Brudnock, Sue Schoville and the Sex Crimes squad gave a 2 hour overview of the work they do, which was well attended and well received. Please contact Joey if you are interested in serving with this incredibly dedicated, team-oriented and professional group of people.

As you know, I like to rotate the Chief's Update on occasion so that you hear different perspectives on what is happening in Operations, Organizational Services and Support Services. Thank you Brenda, Angel and John for stepping in and doing such a great job letting everyone know about the PIN/CAD/MDT Project, Patrol Staffing and Deployment, and Special Assignment Rotations.

Stay	safe.
Since	erely,

Tom